

## Mission

The mission of the Education Division of Buckeye Community Hope Foundation is to establish strong public community schools by adhering to quality authorizing practices, ensuring responsible oversight, and setting high standards for school performance.

## Vision

The Education Division's vision is strong communities of healthy, well-educated students, and a future in which all students have access to a high quality public education. Ohio thrives as increasing numbers of schools graduate students equipped to assume a positive role in society.



## Education Division Updates

Buckeye Community Hope Foundation is excited to welcome the following schools into our portfolio:

Columbus Noor Academy  
Buckeye Community School  
Summit Academy Toledo  
Summit Academy Secondary School  
Summit Academy Community School for Alternative Learners of Middletown

In addition to our new schools, we have some new faces on the Education Division team. We're honored to have Heather Carney and Sandra Harris joining us.



Heather Carney loves to share her quest for knowledge. After pursuing a career as a professional ballet dancer, Heather received a BA degree in Psychology and Anthropology from The Ohio State University. She later attained her Bachelor's Plus and teaching licensure through Ashland University. Heather spent eleven years with Hilliard City Schools teaching science to a diverse student population.

Heather is joining the BCHF Compliance Team.

Sandra has spent over 20 years being a voice in challenging those who believe that there are sectors of our communities that are incapable of self-control and have a resistance towards learning. She has worked in various educational settings, including public, private, and community schools. In this capacity, she has served students while partnering with families and being instrumental in helping students reach their full potential.

Sandra is a strong believer that everyone can learn, and everyone should be

given an avenue to learn. She is joining the BCHF School Improvement Team.



## Growing Talent, Growing Minds

Buckeye Community Hope Foundation sincerely thanks the participants in this year's Leadership Summit. Your interest and contributions made for a wonderful, enjoyable Summit. We hope our work together will help you prepare, plant, cultivate, and celebrate a great 2024-25 school year. We can't wait until next year!



## Teacher Recruitment: To Get the Best, You Must be the Best

By Carol S. Young, Ph.D., Director, Accountability and School Improvement Department

There is a teacher shortage, have you noticed? Too few qualified teachers are available to staff our schools this Fall. In education, we prefer collaboration over competition. But it is time to compete. Charter school leaders must aggressively seek the best teachers. A positive mindset, competitive pay and benefits, clarity of purpose, and teacher support systems will put your school in the race.

### Positive Mindset

Community school leaders need a positive mindset to compete well. Focus on your school's purpose and make no apologies. View your school as having the capacity to win over great



A beautiful sign welcomes visitors to International Academy Columbus.

teachers. One of the first books I read when I started working with charter schools was *Born to Rise* by Deborah Kenny (2012). Kenny went to great lengths and traveled near and far to attract founding teachers for the first Harlem Village Academy.

Today her founder's statement still reads, "When we began Harlem Village Academies, we set out to attract the best and brightest minds.

We have accomplished that—our schools are filled with the most brilliant, driven, fun, passionate teachers in the field. Together, we are building schools that inspire us to fall in love with teaching again and again each year." When I read her statement, I wanted to go and teach with Deborah Kenny.

### Competitive Pay and Benefits

Money does count. Studies continue to show that teacher pay, especially at entry levels, falls significantly behind the salary of other professions. Schools must demonstrate that they can take care of a teacher's financial needs. Community schools should carefully benchmark their salary and insurance benefits with surrounding districts and other charters. While teacher applicants may be willing to accept a position with somewhat lower salaries for clear advantages like smaller class sizes, the gap cannot be too wide (USDOE, 2024).

All schools, even small community schools, need to have written documentation of their salary and benefit offers, including pay dates for the upcoming school year. Teachers continue to hear reports about charter schools that do not pay teachers on time or that cut or freeze salaries mid-year. Assure applicants that your school has sound, long-standing fiscal practices. Involve veteran teachers in your recruitment and interviewing efforts; their stories can attest to your school's reliability.

### Clarity of Purpose

Buckeye Community Hope Foundation's sponsored schools fulfill important missions. Why not talk about these? School leaders and recruitment teams must be prepared to tell success stories unique to your school. Everyone wants to join a winning team.

Consider the following two scenarios. In scenario one, an applicant parks his car in the parking lot of the school but can barely make out the name of the school which is blowing in the breeze on a paper banner. He walks in and is taken to an interview room with folding chairs and a cluttered table of materials. The interview is an informal chat with the school leader. At the end of the interview, the leader offers the position to the teacher.



Student success is highlighted in the front entry to Horizon Science Academy Lorain.

In scenario two, an applicant parks his car in the parking lot beside an artistically designed, solid-wood sign with the school's name. He walks into a secure foyer, is buzzed through security, and sees a hallway featuring pictures of graduates and their success stories. A student ambassador takes him to a well-resourced classroom for the interview. The interview is a structured series of questions by a team of administrators and teachers. The team members sometimes stray from the questions to enthusiastically tell success stories about the school. At the end of the interview, he is told to expect a call within 3 days. Two days later, the school leader calls with the specifics of a positive offer. Which position would you take? Remember, everyone wants to join a winning team.

As leaders, we forget that applicants are interviewing us as much as we are interviewing them. They check out our websites; they read reviews. Two years ago, I recommended one of my former college students for a position with a BCHF-sponsored school. She went to the interview and was immediately offered the position based on my recommendation. The applicant deliberated but turned down the position. She explained to me, "It was all so non-structured that it worried me."

## Support Systems

To win over new teachers, you must convince them of your support. Even after training and student teaching, new teachers are NEW. As you interview, assure new teachers of your investment in their success. Robyn Jackson (2021) urges leaders to convey the confidence and commitment that ALL teachers can become expert teachers. Beginning with a structured orientation and onboarding process, you must be able to discuss how you will support new hires. Highlight support systems the school provides on an ongoing basis--- coaching, curricular materials, and professional development programs. Mention the school's support personnel including school nurses, counselors, and special educators.

Community schools in Ohio are smaller, more flexible, and adaptable to educator needs and career advancement interests. If you prepare and present these assets well, your school CAN attract the best teachers. So, as you recruit and hire teachers, get into the game, and position your school competitively. Your students deserve the absolute best!

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### References:

Jackson, R. (2021). *Stop leading, start building: Turn your school into a success story with the people and resources you already have*. Alexandria, VA: ASCD.

Kenny, D. (2012). *Born to rise: A story of children and teachers reaching their highest potentials*. New York: Harper.

U.S. Department of Education (2024). Raise the bar: Eliminate the educator shortage. Retrieved from [Raise the Bar: Eliminate the Educator Shortage | U.S. Department of Education](#) .

## BCHF Memories

With the summer break upon us, it's a perfect time to reflect on some cherished memories with our schools.



"Noble Academy was the very first school that I ever visited, with Buckeye. It was one of my favorite memories. Hasan Kose greeted me at the door. As we were walking around, I mildly mentioned that I was hungry and would be eating shortly. At that moment, Hasan took me downstairs, into the school cafeteria, and preceded to fry a hamburger for me!!! We sat in the basement and talked as he cooked. He, forever, cemented our friendship. (I just talked to him a few weeks ago). It is one of my favorite Buckeye memories. I have met so many wonderful people - because of BCHF."

-Joe Calinger, Compliance Representative

"This past spring I visited a kindergarten classroom at Horizon Science Academy Primary during writing practice. One boy was especially eager to show me his fantastic sentences, a few of which were written backwards. Remembering my left-handed brother's "mirror script" when he was the same age, I asked the boy which hand he uses to write. "I write with my right hand, because I am Somali," he beamed at me. I nodded appreciatively and told him that I, too, use my right hand to draw and write. This was clearly an exciting development! "Oh!! Are you Somali too???" Having been descended from a long, proud line of Latvian Jewish potato farmers, I had in fact never been asked this question before. He was a bit perplexed when I told him that no, actually, I am not Somali. He did not seem to hold it against me, though."

-Zoe Plotnick, School Improvement Representative



## STAR Renaissance DOPR Webinar

On Thursday, July 25, 10am – 11:30am EST, Renaissance will host a webinar to kickoff the 2024-2025 school year for Star Testing. This session will include an overview of new school year information, rostering guidance, course and class set-up steps, and resources available.

This webinar will be recorded. Both the recording and a PDF will be made available following the webinar's conclusion.

### REGISTER FOR THE WEBINAR

Please ensure that you have access to Star Assessments prior to the kickoff. For assistance with account access and setup, or general Star Reading and Star Math inquiries, contact [starohio@renaissance.com](mailto:starohio@renaissance.com) or 1-800-338-4204.

## Student Wellness and Success Funding Reporting

Ohio law requires districts and schools that receive [Disadvantaged Pupil Impact Aid](#) and [Student Wellness and Success Funds](#) to submit a report to the Department describing spending and funded initiatives. The fiscal year 24 reporting tool opened May 1. As of June 14, of the 1,004 schools required to report, 104 completed the tool, and 311 are in progress. The office will continue communication to schools that have not yet reported. **The deadline to report is now July 19.**

## Board Member Spotlight



Buckeye Community Hope Foundation (BCHF) recognizes the important work that governing board members do in supporting their school community. In recognition and support of this hard work, BCHF is highlighting one board member each month in our sponsor newsletter.

This month we are featuring Kimberly Bartlett, who serves on the FLEX High School Cleveland board. The mission of the school is: *to empower students to attain high academic achievement while empowering them to reach their post-secondary dreams and goals. We fulfill this by implementing a student-centered approach to individualized blended and remote learning:*

- *Individualized curriculum and instruction and assessment to support student mastery and personal growth.*
- *Building positive student relationships and connections to the teachers and community stakeholders.*
- *Teachers participate in professional learning communities that focus on student needs and achievements to refine instructional practices.*
- *Shared leadership among all key stakeholders within and outside of the school.*

Kimberly has served as a board member since 2021. Outside of being a board member, she holds a bachelors in history and is a research assistant at Scherzer International.

Kimberly loves dogs, horses, sports, and being outdoors. She enjoys all Cleveland has to offer, and is a subscription holder of the Broadway Series at Playhouse Square.

### **What have you learned over the years about board meetings, and what changes have you made as a board member that help meetings run more efficiently?**

In my opinion, the best way a board member can contribute to an efficiently run meeting is to acknowledge the statutory role of a board member, have a basic working knowledge of Roberts Rules of Order & adhere to Open Meetings/Sunshine Law. An individual board member should also possess a sense of courtesy in respect to the time, expertise & knowledge of fellow board members & the school's management & staff. When a board runs efficiently, the school runs efficiently. When the school runs efficiently, kids succeed!

### **What are some of the proudest moments you have had as a board member?**

Graduation Day! I'm smiling right along with the students as names are called to receive that diploma! The sense of achievement & happiness in the room is overwhelming!

### **What part of the school's mission do you most connect with?**

The respect of the individual. The educators at Flex not only acknowledge but respect the student as an individual with his/her own set of goals and path to achieve those goals. A student is never pressured to conform to a particular group or is compared to another student. Flex is a place where all are welcomed to achieve their high school diploma in a safe, supportive environment. The positiveness & dedication of Flex & its' staff is making our community a better place!

All of us in the Education Division of BCHF appreciate the commitment to students Kimberly Bartlett has shown. We hope, in sharing these stories, others will consider serving as community school governing board members..

## July Compliance Update

### OPENING ASSURANCES

The following applies to new schools, schools that are undergoing construction, schools opening satellite location(s), or changing address:

For BCHF to certify to DEW that schools are eligible to open for the school year, the following items must be current 10 business days prior to the schools' first day for students. Documentation should be uploaded or e-mailed to your sponsor representative:

- Building lease (or proof of ownership)
- E Rated Occupancy permit (for first year in building or recent renovations)
- Health & safety inspections
- Fire inspections
- School emergency plans
- Liability insurance

### ATTENTION OEDS-R ADMINISTRATORS

As the deadline for Opening Assurances draws near, please be reminded to review and update information in the OEDS-r system, paying particular attention to changes in personnel. As always, if you have any questions, please contact your school's sponsor representatives.

## School Spotlights

**Bennett Venture Academy** hosted a community pop up event - free to the public! The event featured businesses and organizations who provided information as well as interactive activities for all attendees. There was live music, a playground, and an ice cream truck.



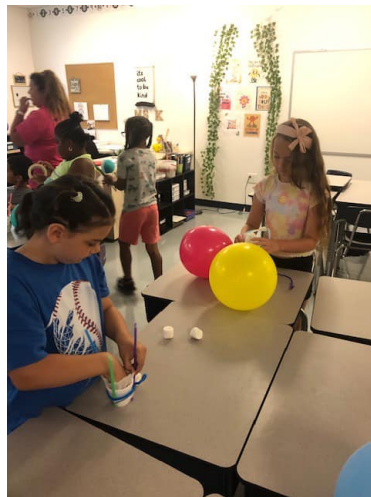
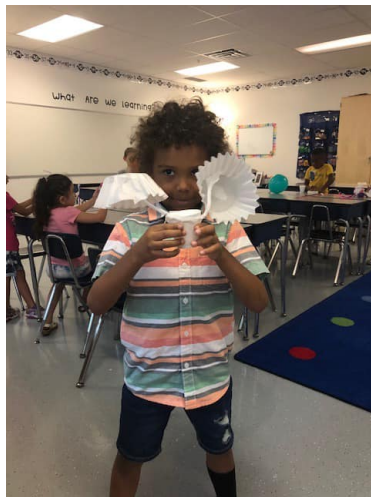
The tech camps at **Horizon Science Academy of Lorain** are off to a great start! In collaboration with Tech Corps. the animation and 3D printing projects are taking off!



Summer school fun is happening over at **Imagine Schools Great Western Academy**. Students worked on constructing solar ovens, which they then used to make s'mores.



Kindergartners and first graders at **The L. Hollingworth School** have been working on their summer STEM projects. They are putting together their egg drop devices.



**Noble Academy Cleveland** was represented at the Unity in the Community Juneteenth Celebration by their Community Resource Coordinator, Mrs. Pamela McCain. She provided local resources available to the community.



## Custom Professional Development Sessions

Attention School Leaders!

Did you know Buckeye Community Hope Foundation offers customized professional development sessions tailored specifically to your staff's needs? Best of all, these sessions are free for all BCHF-sponsored schools.

August professional development sessions fill up quickly. If you're interested in requesting a customized session for your staff, use the new link below to make your request - available for August and throughout the year!

<https://form.jotform.com/241715199465061>

## Upcoming Events

We are hoping all school leaders and personnel take some time to rest and re-charge during the month of July! We have a few upcoming professional development activities to share with you below. We want to also alert you that our professional learning opportunities catalog will be refreshed as of August 1, 2024. Register for sessions via the link in the title, or go to BCHF's Professional Learning Opportunities Catalog, [available here](#).

### **SUCCESSFUL SUPPORTS FOR TEACHERS: Effective Orientation – July 17, 2024 – 2:00 to 3:30 P.M. – via Zoom**

What do teachers want to know first as they begin the school year? This session will present outlines and examples of teacher orientation programs. Discussion will focus on priority questions of new and returning teachers, orientation program content and formats, and orientation best practices. Leaders should exit this session with new ideas for welcoming their faculty back in 2024-25.

### **NEW SCHOOL LEADER ORIENTATION – July 24, 2024 – 10:00 A.M. to 3:00 P.M. (Optional discipline training 3:00 to 4:30 P.M.) – in person in Columbus**

Welcome to the BCHF portfolio of schools! This in-person, informal seminar is designed to support new school leaders as they assume responsibilities for the 2024-25 school year. Leaders who would like a refresher are also invited! Topics (10:00 A.M. to 3:00 P.M.) include Sponsor roles and responsibilities; Basics of school finance; Compliance monitoring; and Academic performance and school improvement. An optional module of the training will be included from 3:00 to 4:30 P.M. on school discipline. A light soup and salad lunch will be provided. Please email Carol Young, [cyoung@buckeyehope.org](mailto:cyoung@buckeyehope.org) with any special dietary requests. If you have a severe food allergy or



condition, we advise you to bring a packed lunch.

**TEACHER RETENTION: FACTS AND FIGURES – July 31, 2024 – 2:00 to 3:30 P.M.**

They needed more money; wanted to work closer to home; wanted to take a break from it all. These are the reasons staff leave, right? Research shows that staff are less likely to leave if they are well-rooted in school culture. This session will discuss leadership style, systems and support, and career opportunities as important cultural determiners of staff retention. Learn how the best schools keep the best teachers.

**BCHF ALL SCHOOLS MEETING – September 19, 2024 – 10:00 A.M. to 3:00 P.M. – in person in Columbus**

Mark your calendars and register now! Our annual All Schools meeting will kick off the year with vital updates and useful information specific to community schools. We follow presentations with our popular Solutions Center where leaders can talk in depth with an expert. Join us in person in Columbus! BCHF requests that one representative of each school attend.

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Have a story or event at your school you would like to share? Send it to Hana, Strategic Communications Specialist: [hchandoul@buckeyehope.org](mailto:hchandoul@buckeyehope.org).

**BUCKEYE COMMUNITY HOPE FOUNDATION**

3021 E DUBLIN GRANVILLE RD.  
COLUMBUS, OH 43231  
(614) 942-2030

[Get In Touch](#)



Buckeye Community Hope Foundation | 3021 E Dublin Granville Rd | Columbus, OH 43231  
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